

4. Project Benefits & Compatibility

a. Community Benefits

As a long-standing corporate citizen of communities throughout the United States and abroad over the past twenty years, The GEO Group, Inc. (GEO) is excited with the opportunity to extend our partnering relationships with the citizens, businesses and community leaders, of Charlotte County. In this section, we provide an overview of the Charlotte County community where we are proposing a facility and have a long-standing relationship with the local officials.

Charlotte County is located in south-central Virginia. The Roanoke/Staunton River and Buggs Island Lake form the county's southwestern boundary. With its population of 12,472 (according to the 2,000 US Census), Charlotte County enjoys a population density of approximately 26 persons per square mile, as opposed to the Commonwealth's overall average of 178 persons per square mile. The area is known for its strong agricultural heritage and its rich forest resources. The county is located approximately 80-90 miles southwest of Richmond, the state capital; 192 miles southwest of Washington, D.C.; and 98 miles northeast of Raleigh, N.C.

This rural county relies upon tobacco, timber, and, until recently, textile production as its primary economic base. Charlotte County is the one of the poorest in the Commonwealth, with statistics indicating that 15% to 20% of its population lives in poverty.

Until 2005, the county's largest employer was Westpoint Stevens, a terry cloth manufacturing plant located in the town of Drakes Branch. With the downturn of the economy and the major threat posed to all US textile plants, Westpoint Stevens was forced to close in early 2005, resulting in the loss of more than 450 full-time jobs. In February 2007, Charlotte County's unemployment rate was 5.9%, nearly twice the Commonwealth's overall rate of 3.2% unemployment according to the Virginia Employment Commission (source - LAUS Unit and Bureau of Labor Statistics).

GEO owns property in and just outside of the Town of Drakes Branch. If GEO were to locate a prison on this property, it would offer a boost to this town's economy at a time when it is severely in need. For its employment base, GEO would draw from the estimated 100 or more correctional officers currently living in Charlotte County but working in facilities located in other areas of the region, including the Lunenburg, Nottoway, Buckingham and Brunswick facilities.

We estimate that the completed facility will require 275 to 350 full time staff members. Facility job opportunities will be available in a variety of disciplines to include security, medical, programs, food service, business office, administrative and various clerical functions. A proposed staffing plan has been provided as an attachment to Section 3 (which, due to proprietary information, is being submitted under separate cover) of this proposal.

The proposed correctional center will bring many benefits to the community. The new construction will bring construction jobs to both the County and the Commonwealth. The estimated labor, benefits and taxes for the annual operation of the facility once completed, could be as much as \$12 million. The estimated purchasing of goods and services from local sources could be as much as \$2.5 million. The anticipated contributions to local charities and schools would range from \$15,000 to \$25,000 annually. These estimates are based on our experience at Winton, North Carolina and Lawrenceville, Virginia. Examples of our community involvement and the economic impact our facilities have on local economies are provided at the end of this section as attachments.

GEO understands the importance of community relations and demonstrates our commitment on a daily basis in all of our operations. Our reputation has been built on a foundation of our work in local communities in cooperation with our client agencies.

LOCAL RECRUITMENT

GEO's well-being as a company equates with the well-being of its staff. Like all corrections operations, GEO's major yearly expense is in its investment in employees: salaries, training, recruiting and benefits. It is of primary importance to GEO to be able to recruit the finest staff available at the start-up and throughout the term of operations and that our staff be highly motivated to stay with GEO once they are screened, hired and trained. The motivation to grow as an employee of GEO comes from the equitably enforced high standards of professionalism, the opportunity for advancement through the recognition of excellence in performance and the fair treatment of employees through the benefits package.

GEO stands by its pledge to hire locally as we always do and will be a good corporate neighbor, as we have been in the communities in which we have operated for the past twenty years.

MUTUAL AID / COMMUNITY INTERACTION

The primary responsibility of GEO is to maintain the custody and control of inmates committed to its institutions, thus providing for the safety of the public in surrounding communities. Further, it is our responsibility to ensure the safety and welfare of each staff member and inmate within the institution. The ability of an institution to maintain control during a crisis or emergency situation is at all times essential. Therefore, working with local, county, state and federal law enforcement, corrections and emergency agencies are an integral part of the daily operations of the institution.

Each of our 66 operating facilities (domestic and international) has emergency procedures in place and we consider all agencies our partners in the development and testing of our procedures. We have had excellent success in our established partnerships with communities, local, state and federal law enforcement, and our client agencies in mutual assistance during situations requiring our "criminal justice team" to meet the challenges at hand.

As is true in many of GEO's contracts with local governmental agencies, we would expect the Charlotte County Sheriff and the Sheriff's staff to play an active role in the services being provided by GEO. In the event GEO is successful in this procurement process, we would immediately meet with the Sheriff to begin our partnership with the County to ensure a smooth transition and operation of the facility.

b. Local Support/Opposition

GEO understands that the support and cooperation of the local community is fundamental to the successful operation of a facility. The potential of locating a prison in the county is overwhelmingly supported by the members of the Charlotte County Board of Supervisors and the Town Council of Drakes Branch. Local business leaders support the concept and the Southside Virginia Community College, located ten minutes from the site stands ready to offer support and training at all levels.

As the project development advances, GEO will continue to work with local elected officials, community leaders, and businesses to share information on a regular basis, keeping the public informed of the progress of the facility and addressing any issues brought forth by concerned citizens.

In order to comply with the community notification of potential effected jurisdictions in accordance with the requirements of the Public Private Education Facilities and Infrastructure Act of 2002, GEO is forwarding copies of our proposal, excluding Section 3 due to its proprietary nature, to the Charlotte County Board of Supervisors and the Mayor and Town Council of Drakes Branch.

c. Public Relations Strategy

Positive relations between the institution and the community in which it is located are essential. Administrators and management staff will be charged with the responsibility of fostering and maintaining good relations within the community. A Community Relations Board will be established wherein community leaders such as religious leaders, social agency personnel, business and governmental leaders will be invited to meet on a regular basis with institution management in order to provide insight into the needs and concerns of the community. We believe GEO will bring a very necessary economic boost to Charlotte County.

GEO understands that some members of the surrounding community may be concerned with the activation and subsequent operation of the facility under private management. If awarded the contract, GEO representatives would be available to meet with local community leaders and civic groups. GEO representatives will meet informally with concerned community leaders to provide information and answer questions regarding GEO and the facility. These meetings, will be designed to allay any fears associated with the activation of a new correctional facility and will serve as a friendly introduction to GEO and its “community partner” philosophy.

GEO has always placed an emphasis on hiring almost all of the staff from the local area. We believe, at present, that in excess of 90% of our facility staff reside in the local area of the GEO institution at which they work. In order to better assure local hiring when there are numerous applicants from outside areas, additional points are given to local residents. Our philosophy is to become a vital part of the community as a new business enterprise with the opportunity to

provide new jobs, professional training and job development, purchase goods and services locally and to support the needs of Charlotte County and the surrounding communities.

Many of our facilities have active community projects including scholarship funds for high school students, job interns with high school students working in the administrative areas, donation to boys and girls shelters/schools and toy drives at Christmas. With employees at GEO coming from the local area, the effect is mutually beneficial: GEO benefits by having an esprit de corps and a sense of contribution, while the community benefits through the development of its citizenry and the diversification of the business economy.

Early into the activation phase of the institution, GEO will host both a vendor fair and at least one job fair in Charlotte County, in cooperation with the local community. Corporate staff and specialty staff from other GEO facilities (health services, financial, personnel, security /operations to name a few) will be at the job fair to collect applications and conduct initial job interviews. Follow-up interviews will be conducted if necessary, along with background checks for those selected.

d. Compatibility with Local Economic Development

The opening of GEO's Rivers Correctional Institution (RCI) located in Winton, North Carolina, brought additional value to the community because we hired staff from the local community. GEO opened RCI under a contract with the Bureau of Prisons to house Washington D.C. sentenced inmates. The facility was opened in 12 months and 75% of the staff were hired from the county. As much as 91% of the staff was hired within a 40-mile radius of the facility. The facility employs 440 staff members.

GEO, working closely with the Virginia Department of Corrections, was successful in a seamless transition of management and operations of the Lawrenceville Correctional Center (Lawrenceville, Virginia) on March 23, 2003. GEO transitioned 304 staff to the payroll in less than fifty six hours. Lawrenceville provides another example of working with the community in a challenging transition. The community participates in an advisory role, a management team was hired from the local community and there continues to be an excellent working relationship with the community and the Department of Corrections. Our philosophy is to become a vital part of the community as a new business enterprise with the opportunity to provide new jobs, professional training and job development, purchase goods and services locally to support the needs of Charlotte County, Drakes Branch, and surrounding communities.

e. Compatibility with Local Plans and Budgets

GEO will work closely with local officials in Drakes Branch and Charlotte County to ensure the construction of the facility and its subsequent operation align with the local comprehensive plan. GEO has maintained close contact with the local officials since the previous award of the 1,000 bed medium custody facility in July 1995. Unfortunately, due to the Commonwealth's decrease in bed needs at the time, that project never materialized. However, the Drakes Branch and

Charlotte County officials have never wavered in their support of a public-private partnership in their community.

f. Minority-Owned, Women-Owned, and Small Business Participation

GEO, by corporate policy, encourages the participation of small, minority, and women-owned businesses, in its sourcing of vendors to supply goods and services for its corporate, as well as individual, project requirements. Subcontractors and team members to our projects are required to supply a business plan for their development of minority and women-owned business enterprises supplying the contract. The information is provided to us in writing and monitored to ensure appropriate usage of these businesses.

To encourage the participation of small, minority, and women owned businesses, GEO sponsors vendor fairs targeting the local minority and women-owned business community. These fairs have served as a means for GEO to introduce ourselves to the local business community and, at the same time, enable us to begin the evaluation process in qualifying the targeted potential vendors. GEO places advertisements soliciting participation in newspapers, television access channels, and minority newsletters, to name a few outlets for recruitment.